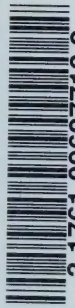


DENTAL INFORMATION

1994



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ANNUAL REPORT

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The Royal College
of Dental Surgeons
of Ontario

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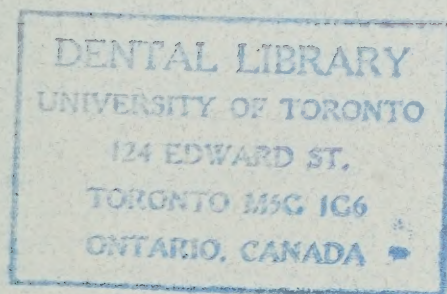
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PRESIDENT'S MESSAGE

“...the stated goal of the RHPA is to create a regulatory environment that includes greater public involvement and increased accountability to the public...”

It is a pleasure and honour for me to present my first message as President of the Royal College of Dental Surgeons of Ontario for the *Annual Report* of the College. In many ways, 1994 was a landmark year in the history of the RCDS and I would like to comment on some of the important issues and accomplishments.

The first Council of the RCDS duly constituted under the *Regulated Health Professions Act, 1991* came into being on March 25, 1994. Under this new legislation, the number of elected dentists serving on Council has risen from nine to twelve, representing a thirty-three percent increase, while the number of government appointed public members has more than doubled, from five to eleven members. This significant increase in public representation is in keeping with the government's stated goal of the *RHPA*, that is to create a regulatory environment that includes greater public involvement and increased accountability to the public by all regulated health colleges.

The number of academic representatives to Council has remained at two, one from each Faculty of Dentistry, thus bringing the total number of members of Council to twenty-five. In addition to the twenty-five members serving on Council, there are for the first time sixteen members of the College who have been appointed to serve on various College committees.

The combined result of a greatly increased size of Council and the utilization of non-Council members on College committees has not only significantly decreased the workload for individual Council members but has served to provide the College with a diversity of organizational experience and expertise.

The *Regulated Health Professions Act* mandates that all Colleges have seven statutory committees, three of which are new to the RCDS. The Quality Assurance Committee is one of these and it has been given broad powers to

ensure that members of the College remain competent and that their knowledge and skills remain current throughout their professional careers. The Mandatory Continuing Dental Education Program is but the first of several initiatives that will embody a pro-active, non-punitive, profession-wide approach to quality assurance.

The Patient Relations Committee is another of the three new statutory committees. It has been empowered to develop pro-active programs and other measures to deal with and to prevent sexual abuse of dental patients by members of the College and to inform the public of their various rights under the *RHPA*. This committee has been very active from the start and as a first initiative organized a Sexual Abuse Education Session for Council members, committee members and representatives from the Faculties of Dentistry, the Ontario Dental Association and other dental regulatory bodies and associations.

The role of the Fitness to Practise Committee, the third new statutory committee, is to determine if the physical or mental state of a member of the College exposes or is likely to expose his or her patients to harm or injury. If a finding of incapacity is made, it may be necessary to revoke, suspend, or place certain restrictions on the member's certificate of registration until such time as the public is no longer deemed at risk. Happily, it was not necessary for any matters to be referred to this committee in 1994.

By far the major tasks of this Council over the past year have been the continued development of regulations that are required under the *RHPA*. To that end, Council considered and approved several proposed regulations in 1994. At its June meeting, Council approved regulations in two important areas – “Conflict of Interest” and “Orders, Delegation and Assignment of Intra-Oral Procedures”. Three more regulation proposals were discussed and approved in principle at the November Council meeting. These

included "Prescribed Records", "Prescribing and Dispensing of Drugs" and "Notice of Open Meetings and Hearings". This last proposal is again very much in keeping with the *RHPA*'s goal of openness and accountability to the public. Now that Council meetings and Discipline Committee Hearings are required to be open to the public, this proposed regulation outlines the mechanism for making and publishing notices of these meetings and hearings and the information that must be contained in them.

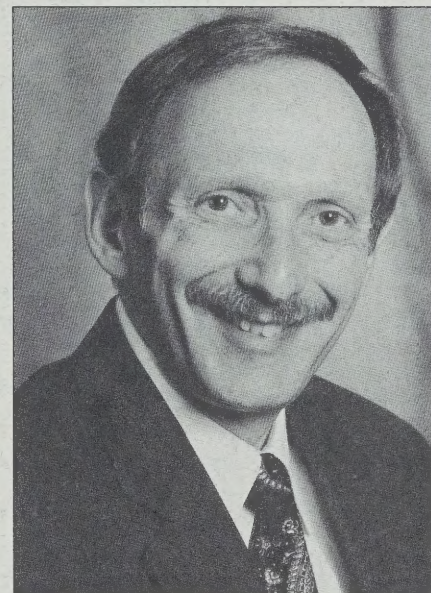
In addition to developing new regulations, Council, during 1994, released an updated guideline respecting "The Release and Transfer of Patient Records" and a new Guideline which addressed the issue of "Professional Behaviour Regarding the Prevention of Sexual Abuse in the Dental Office". This latter publication, which was developed by the College's Patient Relations Committee, is intended to sensitize Ontario dentists to the seriousness of sexual abuse of patients by health care professionals, to inform them of the College's zero tolerance policy in this regard and to provide guidance for members on how to avoid certain types of behaviour that may be offensive to patients.

Universal examinations for all dentists seeking to practise in Ontario became a reality in 1994. With the proclamation of the *RHPA*, non-exemptible examination requirements must be fulfilled by both general practitioners and specialists. All applicants for a General Certificate of Registration must possess the certificate of the National Dental Examining Board of Canada (NDEB) which is currently only available by successful completion of examinations. Dentists seeking to practise a specialty branch of dentistry must pass the required examinations approved by the College which currently are being provided by the Royal College of Dentists of Canada (RCDC). The College is continuing to dialogue with both the NDEB and the RCDC to ensure that the evaluation process is meaningful and fair to all candidates.

I anticipate that over the next year RCDS Council will continue to focus its attention on the development of the remaining regulations required by the *RHPA* as well as the implementation of various programs. Foremost among these are the yet to be developed regulations prescribing a Quality Assurance Program as well as developing Practice Guidelines and Standards documents. These very important initiatives will require the continued and always appreciated close collaboration with both Faculties of Dentistry in Ontario.

This has been an exceedingly busy and productive year. One disappointment, however, has been the government's delay in approval of the regulation pertaining to "Orders Delegation, and Assigning of Intra-oral Procedures". To this date, the Ministry of Health has not yet agreed upon internal policy with respect to orders, delegation and assigning. Consultations with various stakeholder groups is continuing. It is gratifying to see, however, that despite the lack of an approved regulation, members of the College are by and large maintaining the status quo and thereby acting in the best interest of the public.

In closing, I want to thank all members of Council, as well as the dentists who serve on our various committees, and all of the staff of the College for their dedication and hard work in a year driven by the enormous demands created by the proclamation of the *RHPA*. I invite you to read the *Annual Report* as it provides important information about the various programs and activities of the College during the past year.

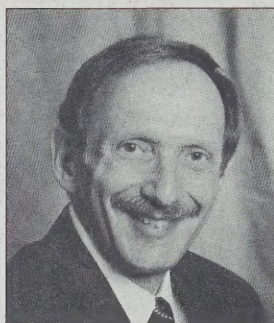


George P. Citrome

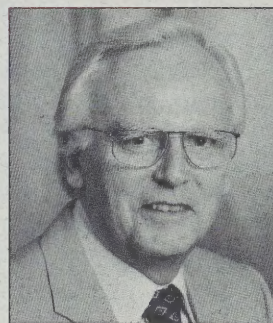
George P. Citrome, DDS, MS
President

MEMBERS OF COUNCIL

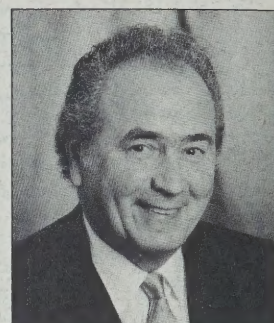
ELECTED MEMBERS



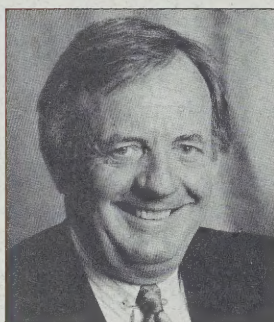
Dr. George P. Citrome
Ottawa - District #1



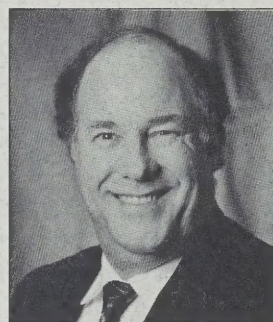
Dr. John T. Anders
Barrie - District #5



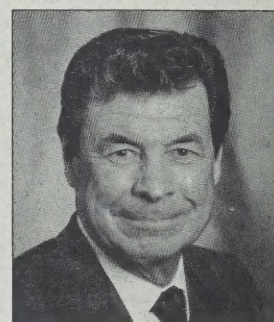
Dr. Malcolm Yasny
Metro Toronto (North) -
District #9



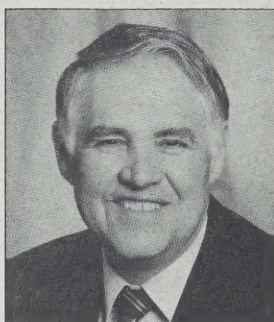
Dr. James I. H. Fawcett
Lindsay - District #2



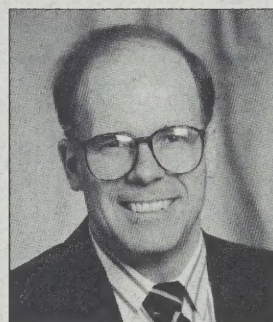
Dr. Robert A. Brandon
London - District #6



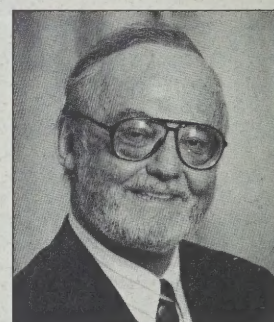
Dr. David J. Mitchell
Metro Toronto (West) -
District #10



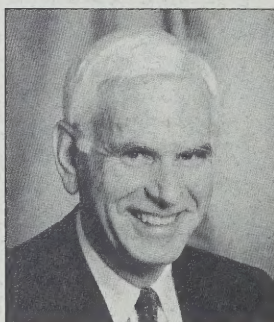
Dr. Richard L. J. Filion
Sudbury - District #3



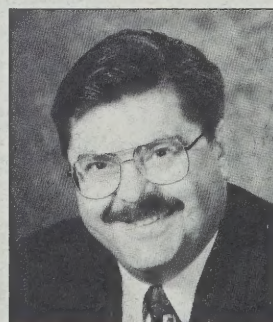
Dr. Martin W. Shelley
Kitchener - District #7



Dr. Louis London
Metro Toronto (Central)
- District #11



Dr. R. Malcolm (Mac)
Balfour
Oakville - District #4



Dr. Ronald M.
Yarascavitch
St. Catharines - District #8

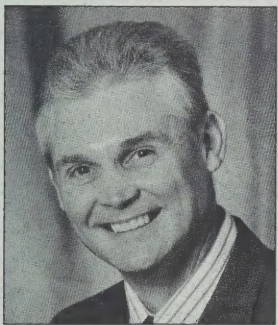


Dr. Marvin W. Klotz
Metro Toronto (East) -
District #12

ACADEMIC MEMBERS



Dr. Dorothy McComb
University of Toronto

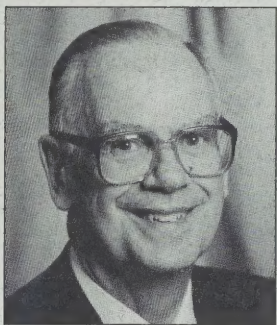


Dr. David W. Banting
University of Western
Ontario

PUBLIC MEMBERS



Mrs. E. F. Chubb
Toronto



Mr. Richard J. Cowan
Toronto



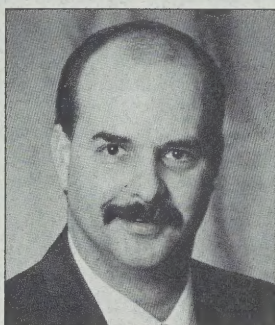
Mrs. S. N. Gelberg
King City



Ms. Jodie Karpf
Ottawa



Ms. Ginette Lafond
Timmins



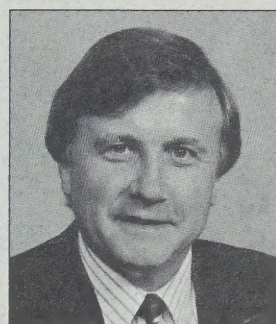
Mr. Cecil Mackesey
Bowmanville



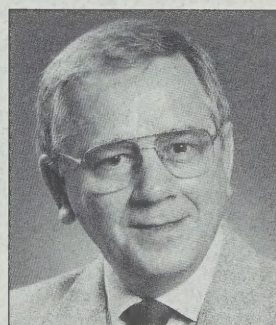
Ms. Elaine Prescod
Toronto



Ms. Carol Smith
Scarborough



Mr. Paul Urbanowicz
Brantford



Mr. Neil Young
Toronto

(one vacancy)

COLLEGE COMMITTEES

President:*

Dr. G.P. Citrome

Vice-President:

Dr. M. Yasny

Executive Committee:

Dr. G.P. Citrome (Chair)

Mrs. E.F. Chubb

Mr. R.J. Cowan

Dr. M. Klotz

Dr. M. Yasny

Registration Committee:

Dr. D.W. Banting (Chair)

Dr. J.T. Anders

Mr. C. Mackesey

Complaints Committee:

Dr. R.M. Balfour (Chair)

Ms. J. Karpf

Mr. C. Mackesey

Dr. M.W. Shelley

Dr. S.A. Chaney (Non-Council)

Dr. H. Tupholme (Non-Council)

Discipline Committee:

Dr. J.I.H. Fawcett (Chair)

Mrs. E.F. Chubb

Mr. R.J. Cowan

Dr. L. London

Dr. D. McComb

Dr. D.J. Mitchell

Ms. C. Smith

Mr. P.D. Urbanowicz

Mr. N. Young

Dr. L.W. Armstrong (Non-Council)

Dr. M.H. Cohen (Non-Council)

Dr. M. Grushka (Non-Council)

Dr. J.R.A. McGinn (Non-Council)

Dr. R.C. Warren (Non-Council)

Fitness to Practise Committee:

Dr. L. London (Chair)

Ms. G. Lafond

Dr. J.R. Bakti (Non-Council)

Quality Assurance Committee:

Dr. M. Klotz (Chair)

Dr. D. McComb

Ms. G. Lafond

Dr. W.K. Hettenhausen

(Non-Council)

Dr. V.D. Krueger (Non-Council)

Patient Relations Committee:

Ms. J. Karpf (Chair)

Ms. S.N. Gelberg

Dr. D.J. Mitchell

Dr. B.C. Janik (Non-Council)

Dr. J.H. Golem (Non-Council)

Audit Committee:

Ms. S.N. Gelberg (Chair)

Dr. G.P. Citrome*

Dr. R.M. Balfour

Dr. J.I.H. Fawcett

General Purpose Committee:

Dr. R.L.J. Filion (Chair)

Dr. G.P. Citrome*

Dr. R.A. Brandon

Ms. G. Lafond

Finance and Property Committee:

Dr. M. Yasny (Chair)

Dr. G.P. Citrome*

Dr. R.A. Brandon

Dr. R.M. Yarascavitch

Ms. E. Prescod

Legal and Legislation Committee:

Dr. M.W. Shelley (Chair)

Dr. G.P. Citrome*

Dr. D.W. Banting

Dr. R.L. J. Filion

Ms. C. Smith

Professional Liability

Program Committee:

Ms. E. Prescod (Chair)

Dr. M.D. Charendoff

(Non-Council)

Dr. R.D. Speers (Non-Council)

Dr. L.A. Cutter (Non-Council)

Dr. B.H. Korzen (Non-Council)

* The President is an *ex officio* member of the following Committees: Audit, General Purpose, Finance and Property, Legal and Legislation.

Dentistry Review Committee:

Dr. J.D. Anderson (Chair)

Dr. G.I. Baker

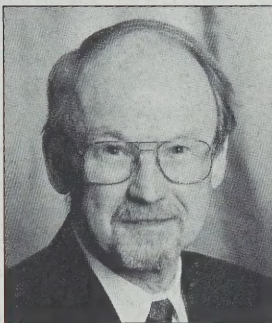
Dr. D.H. Johnston

Ms. A. McGuinness

Ms. P. Scharf

While the activities of the Dentistry Review Committee are administered by the College, this is not an RCDS committee. All members of the Committee are appointed by the Lieutenant Governor in Council and its role is to review matters that are brought to its attention by the General Manager of the Health Insurance Plan (OHIP) if he or she has reason to question a billing submitted by a dentist. The Committee has not met since 1982.

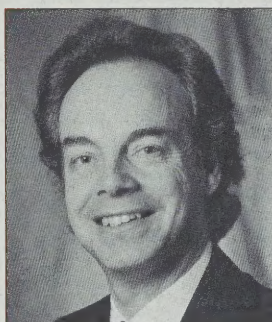
EXECUTIVE STAFF



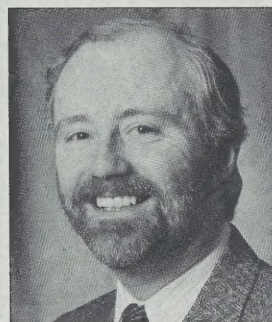
Registrar
Roger L. Ellis, DDS,
MSc.



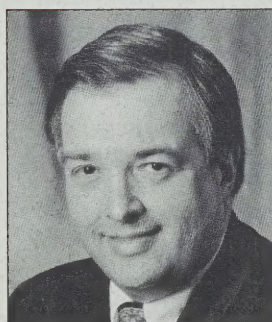
Deputy Registrar
Minna H. Stein, DDS,
M.Ed.



Assistant Registrar
Fred Eckhaus, DDS



Assistant Registrar
James M. Gillespie, DDS



Director, Quality Assurance
Donald J. McFarlane, DDS,
DDPH



Director, Financial and Administrative Services
Marion Keddle, CGA

General Counsel
Alan L. Bromstein, LLB

Auditors
Deloitte & Touche

Bankers
The Royal Bank of Canada

PROTECTING THE PUBLIC AND GUIDING THE PROFESSION

“Under the *RHPA*, the duty of each College is to serve and protect the public interest.”

The *Regulated Health Professions Act, 1991*, the statute under which all health regulatory Colleges in Ontario are governed, states that it is the duty of each College to serve and protect the public interest. In addition to this duty, Colleges must take steps to ensure that the objects of the legislation are followed. The objects of the Royal College of Dental Surgeons under the *RHPA* are:

- To regulate the practice of dentistry and to govern the members in accordance with the *Dentistry Act, 1991*, the *Regulated Health Professions Code* and the *Regulated Health Professions Act, 1991* and the regulations and by-laws.
- To develop, establish and maintain standards of qualification for persons to be issued certificates of registration.
- To develop, establish and maintain programs and standards of practice to assure the quality of the practice of dentistry.
- To develop, establish and maintain standards of knowledge and skill and programs to promote continuing competence among the members.
- To develop, establish and maintain standards of professional ethics for the members.
- To develop, establish and maintain programs to assist individuals to exercise their rights under the *Regulated Health Professions Code*, and the *Regulated Health Professions Act, 1991*.
- To administer the *Dentistry Act*, the *Regulated Health Professions Code* and the *Regulated Health Professions Act, 1991* as it relates to the dental profession and to perform the other duties and exercise the other powers

that are imposed or conferred on the College.

- Any other objects relating to dental health care that the Council considers desirable.

To assist Council in carrying out these obligations, the RCDS has seven Statutory Committees that are mandated by the *RHPA* (Executive, Registration, Complaints, Discipline, Fitness to Practise, Quality Assurance and Patient Relations) and five other committees (Audit, Finance and Property, Legal and Legislation, General Purpose and Professional Liability). These five Standing Committees, while not mandated by the *RHPA*, serve an important function in the operation of the College and its programs and services

ENTRY TO THE PROFESSION

The Registration Committee deals with applications for registration that have been referred to the Committee by the Registrar. The Registrar must refer all applications on which he or she doubts, on reasonable grounds, the applicant's fulfillment of registration requirements or if the Registrar is of the opinion that terms, conditions or limitations should be imposed on a certificate of registration of the applicant.

All applications that the Registrar proposes to refuse must be referred to the Registration Committee for their information or action. Decisions of the Registration Committee relative to the refusal to issue a certificate of registration are appealable to the Health Professions Board.

Evaluation in Ethics and Jurisprudence

One of the requirements for the issuance of a general, academic and specialty certificate is the successful completion by the applicant of an evaluation in ethics and jurisprudence approved by the College. The following evaluations have been approved:

- the College's concluding evaluation in the course entitled "Ontario Dentist and the Law"; or
- the examinations held by both Faculties of Dentistry in Ontario following their respective courses in ethics and jurisprudence, provided the examination was taken in 1993 or later; or
- a challenge examination set by the College to be administered at least once per year by the College.

For the past two years, the College's course "Ontario Dentist and the Law" was given by Dr. Wesley Dunn. These courses were held approximately three times a year with attendance in the range of 25 - 35 people per program. Commencing in 1995, this course will be given by RCDS Executive Staff and held, whenever possible, at the College headquarters. Because the successful completion of an evaluation in ethics and jurisprudence is a requirement for registration, it is anticipated that it will be necessary to hold these courses more often.

Specialty Examinations

One of the requirements of the Registration Regulations made under the *Dentistry Act, 1991 (RHPA)* is that applicants for a specialty certificate must have successfully completed the specialty examination set or approved by the College.

During 1994, the Registration Committee and Council approved for 1995 that the "approved specialty examinations" would be the membership examination of the Royal College of Dentists of Canada completed during one of the years 1989, 1990, 1991, 1992 or 1993 or Part I of the examination for the Royal College of Dentists of Canada for the specialties of Prosthodontics, Endodontics, Orthodontics, Paediatric Dentistry, Periodontics, Public Health Dentistry and Oral Radiology. For Oral Pathology, the examination is the

Fellowship examinations of the RCDC during one of the years 1989 to 1995 and for Oral and Maxillofacial Surgery, the examination is the membership examination of the RCDC for the years 1989, 1990, 1991 or 1992 or the Fellowship examination of the RCDC during one of the years 1993, 1994, or 1995.

It is expected that a recommendation defining what constitutes the College's specialty examination for the purpose of the Registration Regulations will be presented to Council with sufficient time to obtain approval for implementation as of January 1, 1996.

Specialty Certificates Granted

During 1994, seventeen Specialty Certificates were granted. The names of these specialists and their area of specialty are:

- **Endodontics:**
Dr. Thomas Julian Vesz
- **Oral and Maxillofacial Surgery:**
Dr. Kevin A. L. Gavert
- **Orthodontics:**
Dr. Susan Eslambolchi
Dr. Benoit Andre Hebert
Dr. Glenn John Paleczny
Dr. David Hugh Shearer
Dr. David Lloyd Stirling
Dr. Sergio Juan Weinberger
Dr. Wai Kwong Wong
Dr. Mark Paul Zammit-Maepel
- **Periodontics:**
Dr. Nancy Maria Baldan
Dr. Kelvin Fung
Dr. Michael Bryan Goldberg
Dr. Lesli Kim Hapak
Dr. Paul Jackson
Dr. Dana Levy
- **Public Health Dentistry:**
Dr. Sandra Leigh Bennett

"Successful completion of an evaluation in ethics and jurisprudence is now a requirement for general, specialty and academic certificates of registration"

COMPLAINTS, DISCIPLINE AND FITNESS TO PRACTISE

In regulating the practice of dentistry in Ontario, the College must be able to address effectively concerns of the

“The Complaints Committee cannot award costs or demand refunds of any kind – only the courts can do this.”

public about the quality of service and enforce standards to ensure that dental care is provided in a professional and ethical manner. It must also be able to respond quickly and appropriately whenever a possible incapacitated member is brought to its attention so that his or her physical or mental state does not expose dental patients to harm or injury.

Three of the College's Statutory Committees (Complaints, Discipline and Fitness to Practise) are charged with the above responsibility.

COMPLAINTS

The Complaints Committee is composed of two members of Council who are members of the College, two members of Council appointed to the Council by the Lieutenant Governor in Council and two members of the College who are not members of Council. From these numbers, the chair of the Complaints Committee has appointed two panels, each composed of one elected dentist member of Council, one non-elected dentist and one public member to consider particular complaints.

Panels of the Complaints Committee investigate and consider complaints that have been filed with the College regarding the conduct or actions of a dentist. To do this, they review submissions from the member as well as any relevant documents and dental records. If necessary, arrangements may be made for the complainant and/or the member to meet with the panel considering the particular matter at College headquarters in Toronto.

The Complaints Committee cannot award costs or demand refunds of any kind - only the courts can do this. If the patient or the dentist is not satisfied with the decision of the Complaints Committee, a review mechanism is available through the Health Professions Board.

The Committee has a number of options available under the *RHPA* in

order to deal appropriately with the various matters before it. These include:

- referring specified allegations of the dentist's professional misconduct or incompetence to the Discipline Committee;
- referring the dentist to the Executive Committee for incapacity proceedings;
- requiring the dentist to appear before the panel to be cautioned;
- taking such other action that the panel considers appropriate; and
- referring the dentist to the Quality Assurance Committee if the complaint was about behaviour or remarks of a sexual nature.

The panel can also decide that based on its investigation, the College will take no further action with respect to the Complaint.

Once the panel of the Complaints Committee has made a decision with respect to a complaint, a copy of the written decision with reasons for the decision is sent to both the dentist and the complainant. In the event that the Complaints Committee panel decides to do anything other than referring specified allegations of professional misconduct or incompetence to the Discipline Committee or referring the dentist to the Executive Committee for incapacity proceedings, formal notice is given to the complainant and the dentist of their right of review by the Health Professions Board.

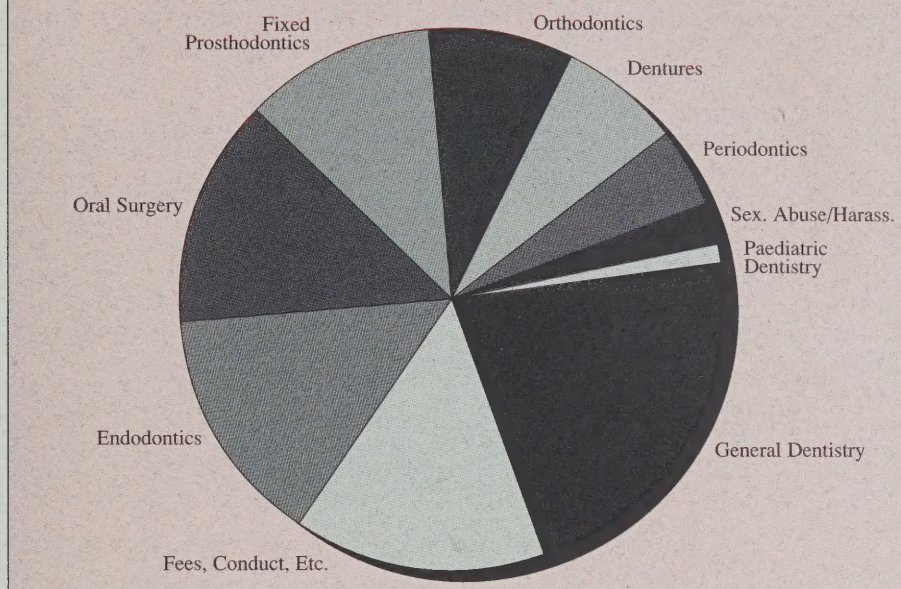
Complaints Activity

During 1994, two hundred and twenty-nine formal complaints were received by the College involving a number of areas of dentistry. The accompanying figure shows a breakdown of the major areas of complaint and the number of each.

Panels of the Complaints Committee met for twenty-seven meetings in 1994,

FIGURE 1

COMPLAINTS BY AREA OF DENTISTRY - 1994



interviewing sixty-seven dentists and twenty complainants. In total, more than three hundred cases were discussed, most involving complaints made in 1994 but also some from previous years.

Eight dentists were referred to the Discipline Committee respecting various specified allegations of professional misconduct. Five of these cases involved one complaint only and three involved more than one complaint.

Health Professions Board Activity

The Health Disciplines Board, under the former *Health Disciplines Act*, was continued under the *Regulated Health Professions Act, 1991* with a new name, the Health Professions Board, and with slightly enlarged powers. It has a complement of at least 12 but not more than 20 members. Members may not be in the public service of Ontario or be members or former members of a College. Remuneration and expenses are paid by the Ministry of Health. The Board has the legislated obligation to review on the request of the complainant or the involved member the decision of a Complaints Committee panel of all of the Colleges covered by the *Regulated Health Professions Act, 1991*.

The Health Professions Board was requested to review fifty of the decisions of a panel of the Complaints Committee in 1994. Of these, five were withdrawn by complainants. Although the Health Professions Board reviewed fifty-four decisions in 1994, none of the forty-five 1994 decisions were reviewed by year end. The Health Professions Board issued forty-two decisions and reasons in 1994 for complaints of previous years. Of these, over eighty-three percent or thirty-five of the decisions of the Complaints Committee were confirmed, six were returned to the College for further investigation and one matter was referred to the Discipline Committee.

DISCIPLINE

The role of the Discipline Committee is to hear and determine allegations of professional misconduct or incompetence against members of the College.

There are two ways a member of the profession may be referred to the Discipline Committee of the College:

“...over eighty-three percent of the decisions of the Complaints Committee that were reviewed by the Health Professions Board were confirmed.”

- Referral by the Complaints Committee itself or on the direction of the Health Professions Board; or
- Referral by the Executive Committee.

The Discipline Committee is composed of four dentist members of the Council of the RCDS, five public members of Council and five dentists who are members of the College but not on Council. From these fourteen Committee members, the Chair assigns a panel of at least three and no more than five persons, two of whom must be public representatives. At least one member of the panel must be an elected dentist on the RCDS Council.

“Under the *RHPA*, most disciplinary hearings are open to the public.”

The Disciplinary Process

The conduct of a Discipline hearing is carried out in a judicial setting at the College headquarters in Toronto with each side (the College and the dentist member) represented by legal counsel. Evidence is presented under oath and witnesses are subject to examination and cross-examination.

The length of a discipline hearing depends on the number and nature of the charges and the plea of the dentist involved. The average hearing lasts from 1 to 3 days and are open to the public unless the panel orders otherwise.

Where the Discipline Committee panel finds a member guilty of professional misconduct, it may make one or a combination of the following orders:

- Directing the Registrar to revoke the member’s certificate of registration.
- Directing the Registrar to suspend the member’s certificate of registration for a specified period of time.
- Directing the Registrar to impose specified terms, conditions and limitations on the member’s certificate of registration for a

specified or indefinite period of time.

- Requiring the member to appear before the panel to be reprimanded.
- Requiring the member to pay a fine of not more than \$35,000 to the Minister of Finance of Ontario.
- If the act of professional misconduct was the sexual abuse of a patient, requiring the member to reimburse the College for funding provided for the patient for therapy or counselling.

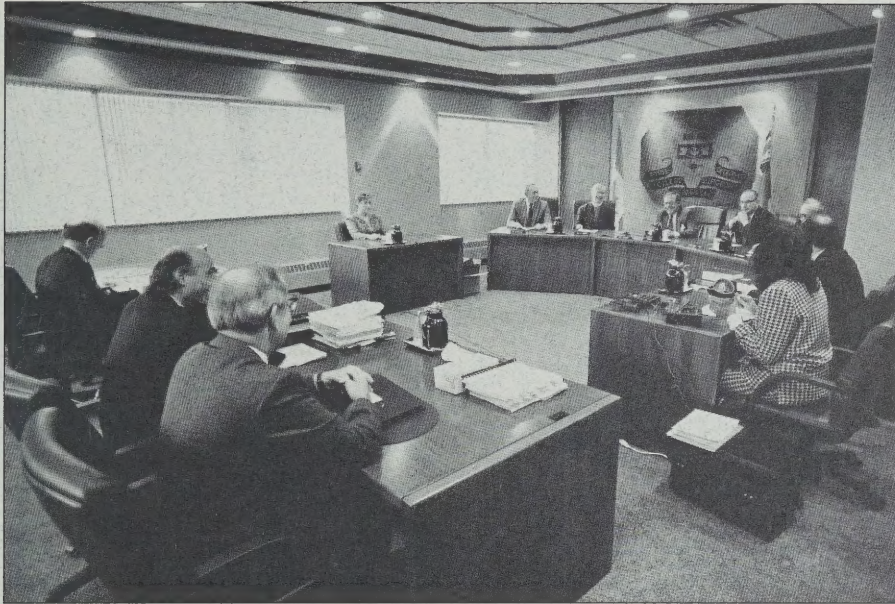
A panel may also suspend the effect of one of the orders listed above for a specified period and on specified conditions if conditions so warrant.

If a panel of the Discipline Committee finds a member to be incompetent, it may make one or more of the following orders:

- Directing the Registrar to revoke the member’s certificate of registration.
- Directing the Registrar to suspend the member’s certificate of registration.
- Directing the Registrar to impose specified terms, conditions and limitations on the member’s certificate of registration for a specified or indefinite period of time.

Discipline Committee Orientation

During 1994, the Discipline Committee held three orientation sessions to introduce the new members of the Committee (elected dentists, public members and non-elected dentists) to the disciplinary process. These sessions included presentations by solicitors and College staff. Mock portions of hearings were also presented to assist the Committee in understanding the process.



The new Discipline Hearing Room, located on the fourth floor of the RCDS headquarters in Toronto

New Discipline Hearing Room

Because of the requirement under the *RHPA* that disciplinary hearings be open to the public and the inadequacy of the boardroom that had been used for the preceding three years, a new hearing room was completed in 1994. Located on the fourth floor of the College headquarters building in Toronto, the hearing room can comfortably seat up to 20 members of the public without interfering with the judicial process. Members of the College and the public are invited to attend hearings of the Discipline Committee. Information about upcoming hearing dates can be obtained by contacting the College.

Discipline Committee Activity

Nine discipline hearings were concluded during 1994. Four members pleaded "guilty" to specified allegations of professional misconduct and of the four members who pleaded "not guilty", one was found guilty, one was found not guilty and the charges were withdrawn respecting the other two members. In one other case, the charges were dismissed by the College.

A full description of the findings of the Discipline Committee panel and its reasons are published in *Dispatch*, the College newsletter, as soon as possible after a hearing has been concluded and the appeal period has elapsed.

Members of the profession and the public are urged to read these reports as they are published.

FITNESS TO PRACTISE

When a member of the profession becomes incapacitated due to a physical or mental condition or disorder such as drug or alcohol dependence or physical disability, that makes it desirable in the interest of the public and/or the professional that he or she no longer be permitted to practise (or that his or her practice be restricted), the Executive Committee of the College under the authority of Section 58 of the *Health Professions Procedural Code (RHPA)* may appoint a "Board of Inquiry" to investigate the matter.

In order to appoint such a Board, the Executive Committee must first have received a report from the Registrar of the College or the Complaints Committee outlining the concerns about the particular member. The Board is composed of one public member of the RCDS Council and two dentists who are not members of Council.

If after making appropriate inquiries about the matter, the Board of Inquiry has reason to believe that the member is incapacitated, the Board may require the member in question to undergo physical and mental examinations by a

"Members of the profession and the public are urged to read the findings and reasons for decision of the Discipline Committee in *Dispatch*, the College newsletter."

“Mandatory professional liability coverage ensures that mechanisms are in place to protect the interests of the public in the event of negligence, accident or untoward result of dental treatment.”

health professional chosen by them. The Board may also make an order directing the Registrar to suspend the member's certificate of registration until he or she submits to the examinations.

After a thorough review of the results of these examinations and other relevant material, the Board of Inquiry prepares a report for the Executive Committee. The Executive Committee may refer the matter to the Fitness to Practise Committee to hold a hearing to determine whether or not the member is incapacitated.

The Fitness to Practise Committee, composed of one public member of Council and two dentists (one elected member of Council and one non-Council member) is convened to conduct a hearing to determine if the dentist in question is incapacitated. Such a hearing is closed to the public.

If the Committee finds that the member is incapacitated, it must make an order doing one or more of the following:

- Directing the Registrar to revoke the member's certificate of registration.
- Directing the Registrar to suspend the member's certificate of registration.
- Directing the Registrar to impose specified terms, conditions and limitations on the member's certificate of registration for a specified or indefinite time period.

The panel can set certain criteria that must be satisfied before the suspension or the terms, conditions and limitations that were imposed on the dentist's certificate of registration can be removed. The decision is appealable to the Divisional Court.

One "Board of Inquiry" was appointed by the Executive Committee in 1994 but it was not necessary to convene a Fitness to Practise hearing to resolve

the matter. No hearings of the Fitness to Practise Committee were held.

PROFESSIONAL LIABILITY PROGRAM

The annual fees paid to the College by Ontario dentists include a portion for the administration of a professional liability program for College members. In addition to providing for members, the mandatory nature of the program ensures that mechanisms are in place to protect the interests of the public in the event of negligence, accident or untoward result of dental treatment. In 1994, this program included claims resulting from the actions of all dental office staff, including dental hygienists. Starting in 1995, dental hygienists will no longer be part of the RCDS program. The College of Dental Hygienists of Ontario will require that all registered dental hygienists in the province obtain coverage on their own behalf.

This program is administered by the Professional Liability Program Committee which is chaired by a public member of Council. The four other members of the Committee are non-elected dentists appointed by Council.

Risk Management Guide

As part of the College's ongoing risk management activities, a guide entitled "Taking the Bite Out of Dental Malpractice" was produced by the Professional Liability Program in co-operation with Marsh & McLennan, Limited, the College's insurance broker. This informative publication was distributed to all Ontario dentists in 1994 to assist them on how to avoid malpractice claims and what to do when a claim occurs. This guide was provided in a three-hole punched format for inclusion in the *DentaGuide* binder or other office policy procedure manual.

Vitek Implants

Following publications and media coverage describing the problems associated with "Vitek" temporomandibular joint implants, a survey of all former and current Oral and

Maxillofacial Surgeons registered in Ontario between the years 1980 and 1994 was conducted in conjunction with the Quality Assurance area of the College. The purpose of this survey was to determine the extent of the use of this type of implant in Ontario and to ensure that patients so-treated had been made aware of potential problems and were obtaining the best possible advice, treatment and follow-up.

A "Practice Alert" was also sent to all Ontario dentists to ensure that patients who for one reason or another were unaware of the monitoring required for these implants would be referred to the appropriate specialist. Members were advised to include certain questions in their medical and dental history-taking routine and to recommend follow-up if a patient was found to have received this type of implant.

Claims Statistics

In 1994, five hundred and eighty-six files were opened by the Professional Liability Program area of the College, an increase of 143 over the previous year. For comparison purposes, Figure 2 shows the number of files opened for the period 1983 to 1994.

Despite the increase in potential claims activity, almost seventy percent of files are closed without any claim payment. Of the thirty percent of claims where a payment is made, most are settled for under \$10,000. Figure 3 shows the claim payment profile from 1983 to 1994.

FIGURE 3
CLAIM PAYMENT PROFILE – 1983 TO 1994

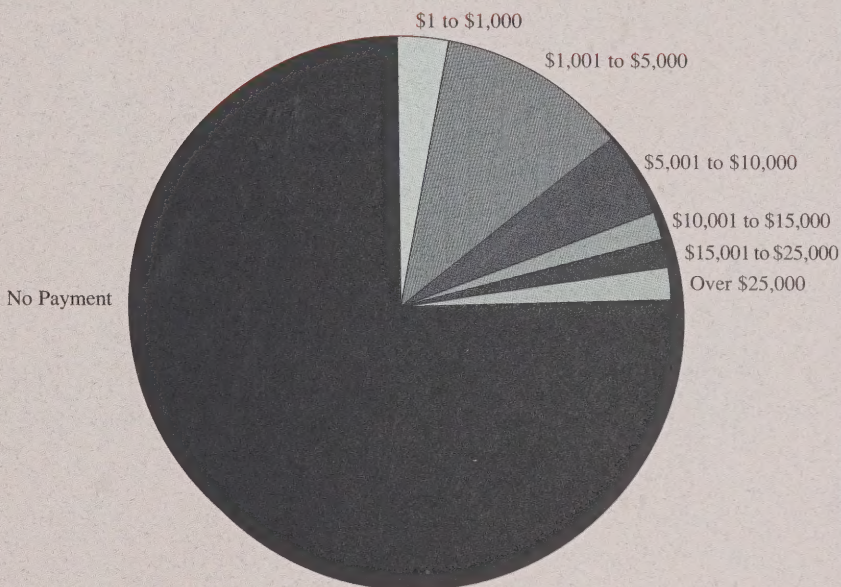
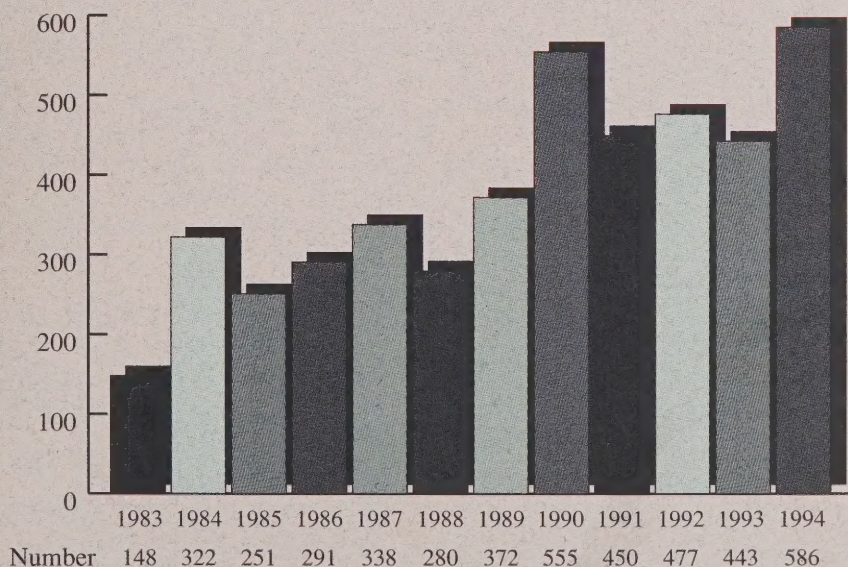


FIGURE 2
NUMBER OF FILES OPENED – 1983 TO 1994



The 586 files that were opened in 1994 can be categorized in a number of ways. Figure 4 shows the primary causes compared to the previous four years and Table "A" shows the areas of dentistry for the same time period.

QUALITY ASSURANCE PROGRAM

The *Regulated Health Professions Act, 1991* requires each College to have a Quality Assurance Program in place. The Act defines this program as "a program to assure the quality of the practice of the profession and to promote continuing competence among the members".

This program is administered by the College's Quality Assurance Committee which is composed of two members of Council who are members of the College, one public member of Council and two members of the College who are not members of Council. This committee is charged with the responsibility of establishing a pro-active, non-punitive Quality Assurance Program that ensures that members of the College remain competent and that their knowledge and skills remain current throughout their professional careers.

The three major elements of the Quality Assurance Program for Ontario dentists will be:

FIGURE 4

PRIMARY CAUSES BY YEAR - 1990 TO 1994

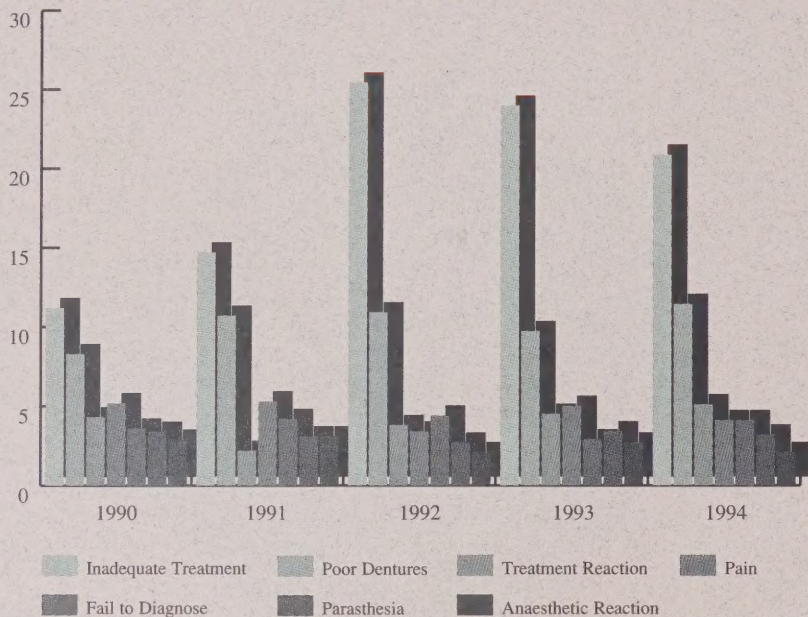


TABLE A

AREA OF DENTISTRY	BEFORE 1990	1990	1991	1992	1993	1994	TOTAL
Anaesthesia & Sedation	62	9	5	7	5	8	96
Endodontics	385	121	70	68	76	76	796
General Dentistry	357	44	53	59	76	59	648
Implants	14	6	10	6	3	11	50
Operative Dentistry	374	118	88	85	85	136	886
Orthodontics	198	39	32	59	24	32	384
Periodontics	93	18	22	24	16	13	186
Fixed Prosthodontics	336	46	42	47	39	75	585
Removable Prosthodontics	173	31	19	27	24	37	311
Surgery	903	118	105	91	94	132	1,433
Temporomandibular Disorders	15	5	4	4	1	7	36
Unknown	10	0	0	0	0	0	10
TOTAL	2,910	555	459	477	443	586	5,421

- Mandatory Continuing Dental Education
- Random Practice Assessments
- Special Courses and Remedial Programs

In addition to these components, it will be necessary for the College to develop, approve and distribute clinical guidelines/standards of practice on most areas of clinical dental practice in order to guide and assist the profession in understanding and complying with the practice parameters and standards contained in the various documents. They, in turn, will then be used by the RCDS and other bodies in determining whether appropriate standards of practice and professional responsibilities have been maintained.

Mandatory Continuing Dental Education

The College's Mandatory Continuing Dental Education program (MCDE) began in September, 1993 and the first year of the three year cycle ended on September 15, 1994. All dentists were asked at that time to submit a report to the College outlining their various educational experiences. This information was then entered into a computer software system that was specially written for the purpose of recording and tracking the educational activities of Ontario dentists. It was anticipated that reports would be sent to members in early 1995. Other than a minor change relative to dental convention credits, no major changes are contemplated in the design of the MCDE program until after the first three-year cycle is completed.

This College's Mandatory Continuing Dental Education (MCDE) program is part of the overall Quality Assurance Program which has the objective of ensuring that the knowledge, skill and competence of Ontario dentists remains at a reasonably high level throughout their entire professional career. Only those educational programs that relate to the above objective and to the care of dental patients will be acceptable for

credit. As such, most personal development or practice management programs do not qualify for credit unless they can show a relationship to patient care or the MCDE program objectives.

Practice Assessment

The Quality Assurance Committee will be devoting a great deal of time in 1995 to plan an effective and meaningful assessment program that will allow for a regular review of the practices of a randomly selected number of Ontario dentists. Once the program philosophy, protocols and procedures have been developed and approved by Council, it is anticipated that some test assessments will be carried out in 1996 prior to the official commencement of the program in 1997. Before that time, it will be necessary to obtain necessary budget support from Council and to select and train assessors.

Special Courses and Remedial Programs

Once the Practice Assessment Program is in place, special courses and remedial programs will be necessary to assist those practitioners whose knowledge, skills or competence have been assessed as requiring upgrading. It is expected that the College will work closely with both Faculties of Dentistry to develop such programs as well as a more in-depth individualized assessment tool.

Regulation Development

Regulations will be required that prescribe the various elements of the College's Quality Assurance Program and giving the Committee the necessary authority to carry out its mandate. According to the RHPA, these regulations must be in place by January 1, 1997, three years after proclamation of the Act. The Committee will be working with the Legal and Legislation Committee and legal counsel for the College to develop draft legislation which must, in turn, be approved by Council and then by government. This lead time will give the Committee the opportunity of developing the appropriate regulations

“The Quality Assurance Committee is charged with the responsibility of establishing a pro-active, non-punitive, profession-wide Quality Assurance program.”

“The College has a zero tolerance policy regarding sexual abuse of dental patients and sexual abuse or harassment of dental office staff will not be tolerated.”

in tandem with the development of the administrative and other details of the Quality Assurance Program.

Clinical Guidelines and Standards of Practice

One *Guideline* document was approved in 1994 (Transfer of Records) and several others are in preparation (Recordkeeping, Dental Implants, Temporomandibular Disorders). Since dental records are considered the “window of the practice”, it is crucial that this document be completed as soon as possible and distributed to all Ontario dentists. This will assist members to assess their own recordkeeping system and protocols to ensure that they comply with the expectations of the College and the standards of the profession.

The Quality Assurance Committee will also be developing an evidence-based framework for future clinical guideline development. It is expected that expert outside panels will be formed to assist the Committee in developing standards of practice and practice parameters for most areas of dental practice.

Communication with the Profession

It is important that all members of the College receive regular information and reports on the activities respecting the various aspects of the Quality Assurance Program. An article appeared in the August 1994 issue of *Dispatch*, the College newsletter outlining the philosophy of the MCDE program and describing the three elements of the proposed Quality Assurance Program. Future issues will contain a report on the first year’s experience of the MCDE program and updates about other components of the overall QA program.

PATIENT RELATIONS PROGRAM

The Patient Relations Committee is composed of one member of Council who is a member of the College, two members of the Council appointed to Council by the Lieutenant

Governor in Council and two members of the College who are not members of Council. This Committee is charged with developing and implementing proactive programs and measures designed to deal with and prevent sexual abuse of dental patients by members of the College. The Committee also will be administering the funding program for therapy and counselling of dental patients who were sexually abused.

In February, 1992, the Royal College of Dental Surgeons of Ontario submitted the College’s “Sexual Abuse Prevention Plan” to the then Minister of Health, the Honourable Frances Lankin. The following statement of philosophy contained in the “plan” is the guiding principle behind the activities of the RCDS Council and the Patient Relations Committee as it works towards ensuring that the various elements of the Patient Relations Program are in place.

“The Royal College of Dental Surgeons of Ontario views the matter of sexual impropriety and sexual abuse with the utmost seriousness and will not tolerate any actions of this kind on the part of dentists in Ontario.”

In communicating this guiding principle to Ontario dentists, it has been made clear to them that the College has a zero tolerance policy regarding the sexual abuse of dental patients and that sexual abuse or harassment of dental office staff will not be tolerated.

Terms of Reference

The primary focus of the Patient Relations Program is to improve communication between members of the College and the public and dentist-patient interaction, especially with regards to the prevention of sexual abuse. A secondary responsibility relates to the establishment and administration of a funding mechanism for therapy and counselling of sexual abuse survivors. Section 85 of the *Health Professions Procedural Code* gives the role of advising Council with respect to a Patient Relations Program

to the Patient Relations Committee. There are no regulations yet in place to give the Committee authority to carry out some of its mandated activities related to the development, establishment and maintenance of the College's Patient Relations Program. In order to ensure that the RCDS Council and the profession is aware of the Committee's perception of its role, terms of reference were developed by the Patient Relations Committee for Council's consideration and approval at its November, 1994 meeting.

Components of the Patient Relations Program

During 1994, the Patient Relations Committee has concentrated on the following priority areas:

- Education of RCDS Council, leaders in the profession and College staff about sexual abuse prevention issues;
- Regular communication with all Ontario dentists on sexual abuse matters;
- Education of the Public;
- A review of the College complaints investigation process vis a vis matters related to sexual abuse and impropriety;
- The development of guidelines for the conduct of members of the College with their patients;
- The inclusion of an educational component on sexual abuse prevention for new registrants, both those trained in Ontario and in out-of-province jurisdictions; and
- The development of 'proposed' alternative eligibility criteria and administrative policies and protocols regarding funding for therapy and counselling of sexually abused dental patients.

committed to the prevention of sexual abuse of dental patients by members of the College. The Patient Relations Committee will ensure that the various elements of the RCDS Patient Relations Program are implemented in a timely fashion and are regularly evaluated. The Committee looks to the strong educational component of the Patient Relations Program to accomplish the program's objectives.

OTHER ACTIVITIES AND INITIATIVES

LEGAL AND LEGISLATION MATTERS

When the *Regulated Health Professions Act, 1991* became law on January 1, 1994, core Regulations were also in place in the following areas:

- Composition of Committees
- Fees
- Electoral Districts/Elections
- Registration
- Professional Misconduct

Two other sets of Regulations respecting "Appointment of Non-Council Members to Committees" and "Advertising" became law in late March, 1994. A proposed regulation on "Orders, Delegation and Assigning of Intra-Oral Procedures" has been submitted to government and is awaiting consideration and eventual approval. At the request of the College of Dental Hygienists of Ontario, the matter of "orders" respecting dental hygienists has been referred by the Minister of Health to the Health Professions Regulatory Advisory Council for its advice.

Since being appointed in March, 1994, the Legal and Legislation Committee, with the assistance of the College's legal counsel, Mr. Alan Bromstein, has considered two further "core" regulation proposals in respect of "Prescribed Records" and "Notice of Open Meetings / Hearings" and one on "Prescribing and Dispensing of Drugs" which did not form part of the "core" group as defined by government. It is

"The Council of the RCDS is committed to the prevention and the eventual eradication of sexual abuse of dental patients by members of the College."

The Council of the Royal College of Dental Surgeons of Ontario is

expected that these proposals will be approved in early 1995 and submitted to government.

Still to be completed are “core” regulations on “Maintenance of the Register”, “Inspection/Examination of Records/Premises”, “Publication of Discipline Decisions” and “Collection of Statistical Information”. Regulations will also be required prescribing the College’s “Quality Assurance Program” and “Funding for Therapy and Counseling” of sexually abused dental patients.

NON-CLINICAL GUIDELINES

The General Purpose Committee of the College is composed of two dentist-members of Council and one public member. The President is an *ex officio* member. Under its terms of reference, this Committee is charged with studying and making recommendations to Council on:

- the delivery of dental care to patients in institutions, public health and collective living centres,
- human resources of the profession,
- public education and communication, and
- such other matters that may be assigned by Council or the Executive Committee.

During 1994, the primary focus of the Committee was on how the College should communicate with the dental profession about “Conflict of Interest”, “Informed Consent” and “Advertising”. It is anticipated that Guidelines Respecting Advertising will be presented to Council in early 1995 and work is in progress on the other two areas.

ADMINISTRATION OF THE COLLEGE

“The day-to-day operation of the RCDS and the management of the College’s various programs and services is directed by the Registrar and the other members of the Executive staff.”

The day-to-day operation of the RCDS (personnel issues, property repair and maintenance, tenant issues) as well as support for the activities of Council and Committees and the management of the College’s various programs and services is directed by the Registrar and the other members of the Executive Staff. In June of each year, the Finance and Property Committee, in consultation with senior staff, presents a preliminary budget for the next year to Council for its consideration and initial approval. A final budget is presented to Council in November of each year for final approval. This two-stage process allows for reconsideration of the initial budget later in the year to take into account new programs and services that were approved by Council during the remainder of the year. It also allows time for the necessary Regulation changes to be approved by government if the annual membership fee needs to be adjusted.

The Finance and Property Committee is composed of three dentist-members of Council and one public member with the President serving in an *ex officio* capacity.

REGISTRAR’S REPORT

What a difference a year makes! Not only did the Council of the Royal College of Dental Surgeons of Ontario have to adjust to the increased complexity of governing the dental profession under the *Regulated Health Professions Act, 1991*, but the administration of the College also had to change to conform with the requirements of the new legislation. This report deals with the changes that were made or at least commenced in 1994 in the areas of physical facilities, staffing needs, financial planning and communication with members of the College.

Physical Facilities

The sale of the College-owned buildings at 230 - 234 St. George Street for \$2,150,00. to Urbancorp was completed in 1994. The property will be developed into townhomes

incorporating the two buildings into the design under the watchful eye of the Toronto Historical Board. The monies realized from the sale of these properties will be used to pay down the mortgage on 6 Crescent Road in Toronto.

The College’s headquarters building on Crescent Road continues to be fully occupied with the College of Optometrists owning a ten percent interest and occupying one-half of the third floor. The RCDS occupies the top two floors of this five storey building as well as one-half of the third floor with three tenants occupying the balance.

As noted elsewhere in the *Annual Report*, a much larger Hearing Room was constructed during 1994 to accommodate members of the public and/or the profession who wish to attend the “open” Discipline Hearings that are now demanded by the *RHPA*. Witness rooms, a deliberation room for the panel, a reception area and facilities for light lunches or coffee breaks were included so that the facilities can be rented out to smaller Colleges who do not have Hearing rooms of their own. The self-contained nature of this new Discipline area means that these rooms can be used in the evenings or in the daytime without disrupting the other areas of the College.

Staffing

As with other organizations, the increased complexity of new legislation, new regulations and demands of government dictates a need for more administrative staff. Coupled with these demands, 1994 saw an increase in both the number of complaints received by the College and claims received by the Professional Liability Program area placing additional pressure on staffing needs in these areas. By redistributing responsibilities, using part-time staff and standardizing the complaints/claims handling procedures during the past year, the College has managed to keep the increase in staff to a minimum.

During 1994, the College hired a new Director of Financial and Administrative Services, Marion Keddie, CGA.

“Credit for a successful and fiscally responsible year can be shared by Council, College Committees and the RCDS headquarters staff.”

Ms. Keddie brings to the position the necessary expertise and experience in the public sector to assist the College in fiscal planning for the future. An upgrading of the College's computer system, the development of a personnel policy manual and more detailed financial reporting have already been identified as goals for 1995.

Financial Stability

The audited financial statements of the RCDS for 1994 that are included in this *Annual Report* provide ample evidence that the College is financially stable in both the General Fund and in the Professional Liability Fund. The Balance of Fund for the end of the year is indicative of sound financial management even though the *RHPA* introduced a need for additional expenditures.

While the excess of revenue over expenses in 1994 shows a figure of \$447,449., there were two areas that were budgeted for that were not completed by year end, namely, construction of an entry from the lobby to the garage at 6 Crescent Road, lobby enhancement and an overhaul of the heating and air conditioning systems. Monies from this balance will be used to complete these projects in 1995.

The fund balance of the Professional Liability Program is kept at a sizeable amount as a result of actuarial reports indicating the sums of money necessary should the College be unable to secure professional liability coverage from a third party carrier. The notes to the audited financial statements give a further explanation of the Professional Liability Fund and Reserve for Claims.

Communication with Members

During 1994, *Dispatch*, the College newsletter was redesigned and regular features added such as “Practice Check” providing guidance for Ontario dentists and “Facts about the Acts”, explaining important changes in the *RHPA*. The reports of the Discipline Committee are now more detailed and complete with detailed reasons for the decision of the Committee and penalty now mandated by the new Act. These

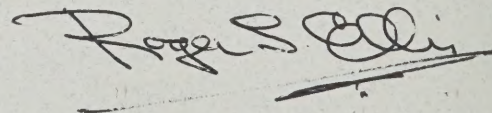
changes will better inform members of the College of ever-changing regulations and government legislation and of College policies. New guidelines respecting the “Transfer of Patient Records” and “Professional Behaviour Regarding the Prevention of Sexual Abuse in the Dental Office” were also sent to the members in 1994 as were the College By-Laws.

Listings, the College's directory of all dentists and dental specialists in Ontario, was also re-designed in 1994 to allow for the inclusion of the address and telephone number of all practice locations for members as well as facsimile numbers.

The revamped *Annual Report* that you are currently reading is another attempt at better informing the members of the dental profession, the public and those organizations, including government, to which we give widespread distribution of this and all College publications, about the activities of the RCDS. We welcome your comments on the new format and the topics covered in the *Annual Report*.

Appreciation

Last but not least, credit for a successful and fiscally responsible year can be shared not only by Council and College Committees but also by the thirty members of the RCDS headquarters staff who work together in a spirit of co-operation in carrying out the administrative aspects of the various programs and services of the College.



Roger L. Ellis, DDS, MSc
RCDS Registrar

FINANCIAL STATEMENTS

The RCDS Audit Committee has the overall responsibility of reviewing the audited annual financial statements of the College before they are submitted to Council for acceptance, including a review of the scope and results of the audit, internal control and related financial aspects of the organization. The Committee is composed of two dentist-members of Council and one public member who serves as Chair. The President is an *ex officio* member.

Towards the end of 1993, the Audit Committee, in consultation with management, decided that the College would be well-served by a tender for audit services. A comprehensive "Request for Proposal for Audit Services" was circulated to five audit firms, three being large, national firms and two were medium sized firms. Three of these firms were invited to make presentations to the Audit Committee.

At the June, 1994 meeting of Council, the firm of Deloitte & Touche was appointed as the College's auditors for 1994 -1995. The partner in charge of the audit, Mr. A. C. Gunn, FCA and his staff will be working closely with College administrative staff and the Audit Committee regarding future audits.

AUDITOR'S REPORT

To the Members of the Council
of the Royal College of Dental
Surgeons of Ontario

We have audited the balance sheet of the Royal College of Dental Surgeons of Ontario as at December 31, 1994, and the statements of revenue and expenses and balance of funds for the year then ended for each of the General Fund, Professional Liability Program Fund and Harry R. Abbott Memorial Library Fund. These financial statements are the responsibility of the College's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the College as at December 31, 1994 and the results of its operations and the changes in its financial position for the year then ended in accordance with generally accepted accounting principles.

The financial statements for the year ended December 31, 1993 were audited by another firm who expressed an opinion without reservation on March 20, 1994.

Deloitte & Touche

Chartered Accountants

North York, Ontario,
March 17, 1995

ROYAL COLLEGE OF DENTAL SURGEONS OF ONTARIO

(Incorporated under the *Health Disciplines Act, Part II*, of Ontario and currently continued under the *Dentistry Act, 1991* and *Regulated Health Professions Act, 1991*)

BALANCE SHEET

As at December 31, 1994

	1994	1993
ASSETS		
Cash	\$ 6,313,496	\$ 3,296,238
Investments (Note 4)	25,250,311	24,728,650
Accounts receivable	39,734	31,341
Prepaid expenses	5,968	3,085
Prepaid pension plan costs	-	25,860
Mortgage and note receivable (Note 5)	1,850,000	-
Properties (Note 6)	5,219,406	7,194,564
	\$ 38,678,915	\$ 35,279,738
LIABILITIES		
Accounts Payable	\$ 252,731	\$ 81,548
Deferred Revenue	7,909,650	8,574,527
Reserve for claims	9,563,583	9,269,816
Pension plan obligation	150,020	-
Bank loans (Note 7)	2,503,670	2,585,002
	\$ 20,379,654	\$ 20,510,893
BALANCE OF FUNDS		
Balance of funds	\$ 18,299,261	\$ 14,768,845
	\$ 38,678,915	\$ 35,279,738

BALANCE OF FUNDS

As at December 31, 1994

	General Fund	Professional Liability Program Fund	Harry R. Abbott Memorial Library Fund	Dental Hygienists' Fund	Total	
					1994	1993
Balance of Fund, beginning of year as previously reported	\$ 1,804,004	\$11,824,778	\$ 1,700	\$ 669,812	\$14,300,294	\$10,903,262
Change in accounting policy (Note 3)	-	468,551	-	-	468,551	342,259
As restated	1,804,004	12,293,329	1,700	669,812	14,768,845	11,245,521
Excess of revenue over expenses (expenses over revenue)	327,499	3,873,529	(800)	-	4,200,228	4,091,824
Distribution to the College of Dental Hygienists (Note 1)	-	-	-	(669,812)	(669,812)	(568,500)
Balance of Fund, end of year	\$ 2,131,503	\$16,166,858	\$ 900	\$ -	\$18,299,261	\$14,768,845

GENERAL FUND

STATEMENT OF REVENUE AND EXPENSES

For the year ended December 31, 1994

	1994	1993
Revenue		
Registration and annual fees:		
Dentists	\$ 8,557,075	\$ 8,099,315
Less portion attributable to:		
Professional Liability Program Fund	(4,413,404)	(4,393,920)
	4,143,671	3,705,395
Hygienists	-	865,105
Less portion attributed to Dental Hygienists' Fund	-	(198,095)
Examination fees	-	142,295
	-	809,305
Administration and rent charges to the		
Professional Liability Program Fund (Note 9)	619,725	545,676
Sundry	126,975	71,660
Interest	75,074	367,823
Rental Income – Tenants	47,253	28,057
Gain on sale of St. George Street Property	109,625	-
	978,652	1,013,216
	\$ 5,122,323	\$ 5,527,916
Expenses		
Salary and salary charges	1,909,464	1,848,084
Legal fees	385,595	498,293
Property maintenance and operating costs	334,846	350,862
Honoraria	303,750	327,168
Professional fees	236,759	139,902
Printing, stationery and supplies	207,964	237,779
Equipment - purchase, rental and maintenance	327,427	194,619
Bank loan interest	190,473	258,212
Council and committee	183,425	172,933
Grants	173,595	133,290
Interest allocation on PLP loan	141,000	113,928
Postage and courier	93,950	114,439
Continuing education	92,522	80,224
Staff travel	77,527	88,020
Administrative	69,762	127,043
Telephone	36,008	47,180
Witness and court reporter fees	27,514	19,794
Council insurance	3,243	3,003
Dental hygienists' examinations	-	139,359
	4,794,824	4,894,132
Excess of revenue over expenses	\$ 327,499	\$ 633,784

ROYAL COLLEGE OF DENTAL SURGEONS OF ONTARIO

PROFESSIONAL LIABILITY PROGRAM FUND STATEMENT OF REVENUE AND EXPENSES

For the year ended December 31, 1994

	1994	1993
Revenue		
Members' assessments	\$ 4,413,404	\$ 4,393,920
Interest	2,796,687	2,276,162
	7,210,091	6,670,082
Expenses		
Maximum loss limit, net	1,547,844	1,885,887
Insurance premium	1,140,671	1,125,270
Administration charge from General Fund (Note 9)	619,725	545,676
Sundry expenses	61,372	2,987
Adjusters' fees	58,300	82,723
Loss adjustment	3,650	21,493
Adjustment as a result of change in accounting policy (Note 3)	(95,000)	(126,292)
	3,336,562	3,537,744
Excess of revenue over expenses	\$ 3,873,529	\$ 3,132,338

HARRY R. ABBOTT MEMORIAL LIBRARY FUND STATEMENT OF REVENUE AND EXPENSES

For the year ended December 31, 1994

	1994	1993
Revenue		
Interest	900	1,700
Expenses		
Grant to University of Toronto Library Fund	1,700	2,368
Excess of revenue over expenses	\$ (800)	\$ (668)

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED DECEMBER 31, 1994

1. GENERAL

Founded in 1868, the Royal College of Dental Surgeons of Ontario (the "College") was continued under the *Dentistry Act, 1991* and *Regulated Health Professions Act of Ontario, 1991* as a not-for-profit corporation without share capital. As a not-for-profit corporation, the College is exempt from income taxes under the Income Tax Act of Canada. The purpose of the College is to regulate the practice of dentistry and govern its members in the Province of Ontario. In addition to the General Fund, special Funds have been established by the College for the following purposes:

Professional Liability Program Fund and Reserve for Claims

This Fund was established by the College to provide a first level of defence and management of professional liability claims against dentists. In 1994, dentists were covered for a maximum liability of \$2,000,000 for each validated claim. The College is liable for the first \$50,000 (1993 - \$50,000) of a validated claim subject to a 1994 maximum aggregate loss limit of \$2,350,000 (1993 - \$2,350,000), which amount is expensed on an annual basis, net of unutilized loss limits (1994 - \$802,156; 1993 - \$464,113). For a validated claim in excess of \$50,000 and for total claims in a year in excess of \$2,350,000 the College has obtained insurance having an upper limit of \$2,000,000 for each claim. The dentists are liable to the College for a deductible portion on each validated claim of \$1,000 on any one occurrence including defence costs, increasing at a rate of \$1,000 for each additional claim in a twenty-four month period. Deductibles are recorded when received. The College is additionally liable for all loss adjustment expenses, which are expensed as incurred, related

to claims arising since January 1, 1977. Final settlement of claims is subject to satisfactory resolution between the insurance company and the College. The Reserve for Claims of \$9,563,583 represents the accumulated difference of the annual maximum loss limit and paid claims.

Harry R. Abbott Memorial Library Fund

The Library Fund was established in 1924 as a family memorial to the late Dr. Abbott, who was president of the College from 1903 to 1907. The funds are maintained with Canada Trust and the interest on the funds is transferred through the College to the Faculty of Dentistry of the University of Toronto. The funds at Canada Trust are not reflected in the Library Fund.

Dental Hygienists' Fund

This Fund was established in 1988 to accumulate financial resources for the self-governing College of Dental Hygienists. A separate College for dental hygiene is stipulated in the new *Regulated Health Professions Act* which received Royal Assent on November 25, 1991 and was proclaimed on December 31, 1993. On January 1, 1994, the remaining assets and liabilities of the Dental Hygienists' Fund were transferred to the College of Dental Hygienists of Ontario and, accordingly, the Fund has been terminated.

2. SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with generally accepted accounting principles for not-for-profit organizations. Significant accounting policies are summarized as follows:

Fund accounting

These financial statements have been prepared in accordance with the fund basis of accounting for not-for-profit organizations. Statements of changes in financial position for each fund have not been prepared since they would not

provide additional meaningful information.

Registration and annual fees

Members of the College pay a registration fee upon joining the College. Registration fees are included in income upon receipt.

Members are billed for annual fees each December. These fees relate to the following fiscal year and accordingly amounts received are shown as deferred revenue at year end.

Investments

Investments in bonds and treasury bills are stated at cost plus accrued interest. Gains and losses are recorded only upon realization except where there is a decline in value which is considered to be other than temporary, at which time a provision for estimated losses is made.

Properties

Properties comprising land, buildings and improvements are carried at cost. No allowance is taken for amortization of buildings and improvements costs.

All capital assets, other than properties, are expensed as acquired.

Pension costs

Pension costs related to current service are charged to income for the period during which the services are rendered. These costs reflect management's best estimates of the pension plan's expected investment yields, salary, mortality of members, termination's and the ages at which members will retire. Adjustments arising from plan amendments, experience gains and losses and changes in assumptions are being amortized over the expected average remaining service lives of employees. Gains and losses on settlement or partial settlement of the plan are included in income immediately.

The cumulative difference between the funding contributions and the amounts recorded as a pension expense is recorded on the balance sheet as prepaid pension plan costs or pension plan obligation.

3. CHANGE IN ACCOUNTING POLICY

Commencing in 1994, the College decided that the reserve for claims set up as a result of the operation of the Professional Liability Program should reflect the maximum liability for which the College is responsible.

Accordingly, the College has retroactively adopted the policy of recognizing these amounts as a reduction of expenses incurred by the College.

As a result of this change, the excess of revenue over expenses in the Professional Liability Program Fund has increased by \$95,000 (1993 - \$126,292). The Balance of Funds in the Professional Liability Program has increased and the reserve for claims has decreased by \$563,551 representing the cumulative amount of the reduction of expenses after giving retroactive effect to the change in accounting policy.

4. INVESTMENTS

The value of investments includes accrued interest of \$3,662,883 (1993 - \$2,222,576). At December 31, 1994, the College holds these investments at Royal Trust. The Professional Liability Program investments of \$24,276,689 are restricted for the purposes described in Note 1. A portion of the total investments (1994 - \$6,694,123; 1993 - \$6,650,726) has been pledged as collateral for the bank loan.

	1994		1993	
	Carrying Value	Market	Carrying Value	Market
Bond and coupons				
Government of Canada	\$13,007,656	\$11,641,013	\$16,163,432	\$16,049,519
Provinces of Canada	11,697,276	9,940,666	8,050,842	8,191,506
	24,704,932	21,581,679	24,214,274	24,241,025
Treasury bills	545,379	545,379	514,376	516,685
	\$25,250,311	\$22,127,058	\$24,728,650	\$24,757,710

5. MORTGAGE AND NOTE RECEIVABLE

Mortgage Receivable

Interest free to April 2, 1995 and thereafter 8% interest payable monthly on the outstanding principal balance, maturing on December 7, 1996

\$1,650,000

Note Receivable

Interest free and due April 2, 1995

200,000

\$1,850,000

6. PROPERTIES

During the year, the College sold its St. George Street properties with a net book value of \$2,040,375 for \$2,150,000.

In 1994, the College expensed the purchase of other capital assets of \$136,504 (1993 - \$72,590)

	6 Crescent Road	St. George	Total
Balance, January 1, 1993	\$5,319,775	\$2,040,375	\$7,360,150
1993 additions	249,414	-	249,414
1993 sale of 10% interest	(415,000)	-	(415,000)
Balance, December 31, 1993	\$5,154,189	\$2,040,375	\$7,194,564
1994 additions	65,217	-	65,217
1994 sale of property	-	(2,040,375)	(2,040,375)
Balance, December 31, 1994	\$5,219,406	\$ -	\$5,219,406

7. BANK LOANS

Bank loans are secured through a General Security Agreement and Trading Custodial Agreements covering the General Fund investments and a portion of the Professional Liability Program Fund investments (see Note 4).

The credit facilities from the Royal Bank of Canada are as follows:

- A. A \$1,500,000 operating line of credit payable on demand with interest at Royal Bank prime rate. At December 31, 1994, there was no outstanding balance on this facility.

- B. \$1,600,000 bridge loan to partially refinance the mortgage, repayable at any time without penalty. This loan bears interest at prime plus 1/2 of 1% per annum. At December 31, 1994, \$1,403,670 (1993 - \$1,485,002) was outstanding on this facility.
- C. \$1,600,000 term loan repayable at \$6,777.67 per month plus interest at Royal Bank prime plus 1/2 of 1% per annum. The College has the option of repaying in full the outstanding balance each July 27 of 1995 through 1997. At December 31, 1994, \$1,100,000 (1993 - \$1,100,000) was outstanding on this facility.

8. INTERFUND BALANCES

The General Fund has a demand loan of \$2,000,000 (1993 - \$2,000,000) with interest due thereon in the amount of \$70,500 (1993 - \$nil) payable to the Professional Liability Program Fund. The demand loan bears interest at the prevailing Canada treasury bill rate, adjusted semi-annually.

All other interfund balances arise in the normal course of the College's business.

9. ADMINISTRATION CHARGE

The College pays for all general operating expenses through the General Fund. A portion of these expenses is charged to the Professional Liability Program ("PLP") Fund through an administration charge as follows:

	1994	1993
Salary and salary charges	\$429,307	\$378,055
Administrative	54,872	48,242
Rent and maintenance costs	52,752	45,900
Equipment – purchase, rental, maintenance	29,633	36,092
Printing, stationery and supplies	26,655	6,530
Telephone	8,431	16,924
Legal fees and consulting	6,527	3,932
Staff travel	5,938	2,735
Postage and courier	5,610	7,266
Total PLP Fund administration	\$619,725	\$545,676

10. PENSION PLAN

The College maintains a combined defined benefit and money purchase pension plan which covers substantially all of its employees. Pension fund assets at market value were \$1,422,054 at December 31, 1994 (1993 - \$1,463,707). The present value of accrued pension benefits attributable to services rendered to December 31, 1994 was \$1,477,564 (1993 - \$1,234,892). Pension expense for the year ended December 31, 1994 was \$134,986 (1993 - \$160,093).

In determining the actuarial present value of accrued pension benefits and pension costs, the College used a discount rate and expected rate of return on plan assets of 8% and a salary escalation rate of 5%. The estimated average remaining service life of the employee groups covered by the plan is 17 years.

11. COMMITMENTS

The College has operating leases on office equipment and vehicles requiring minimum annual lease payments at December 31, 1994 as follows:

Year ending December 31:

1995	\$ 88,390
1996	70,607
1997	20,006
1998	8,496
1999	-
	\$187,499

12. LEGAL ACTIONS

In the ordinary course of business, the College is a defendant in various legal actions, the outcomes of which are not determinable. Settlements, if any, are accounted for in the period incurred, to the extent that the amounts are not recoverable from insurers.

13. COMPARATIVE FIGURES

Certain of the 1993 comparative figures have been reclassified to conform with the current year's presentation.

STATISTICS

(As of December 31, 1994)

ADDITIONS TO THE REGISTER

University of Toronto Graduates	62
University of Western Ontario Graduates	38
Other Canadian Graduates (N.D.E.B.)	48
U.S.A. / Foreign Graduates (N.D.E.B.)	38
Academic Certificates	2

REMOVALS AND REINSTATEMENTS

Deceased *	8
Resigned	191
Reinstated	21

* deceased while currently registered

MEMBERSHIP CERTIFICATES BY CATEGORY

General Certificate	5,503
Specialty Certificate	14
Combined General/Specialty Certificate	829
Academic Certificate	10
Education Certificate	11
Graduate Student Certificate	19

Total Number of Membership Certificates 6,396

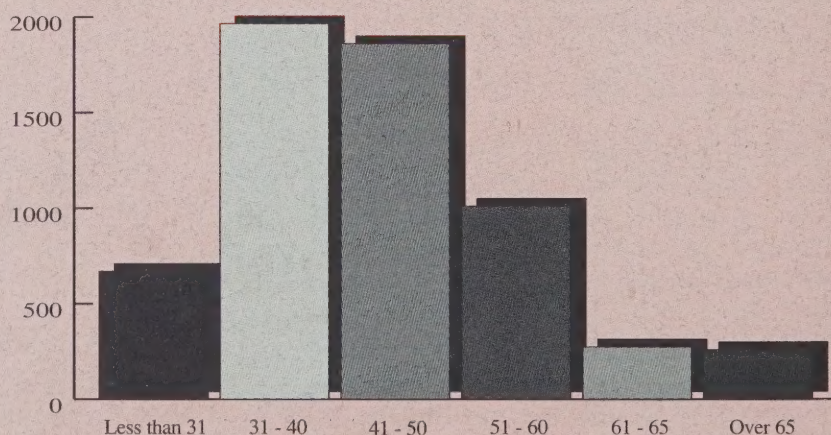
** includes Out-of-Province members

**

REGISTERED DENTISTS DECEASED IN 1994

Anthony, Carl Llewellyn	(1967)***	June 7, 1994
Boin, Lucio John	(1988)	January 11, 1994
Ciesluk, Edward Anthony	(1964)	May 5, 1994
Cluett, Alfred William	(1955)	May 6, 1994
Finder, Harvey	(1977)	July 30, 1994
Ma, Michael Kai Yuen	(1987)	August 7, 1994
Patrick, William Robert	(1950)	June 12, 1994
Reine, Leonard	(1972)	November 26, 1994

*** denotes year of graduation

**FIGURE 5
AGE RANGE OF ONTARIO DENTISTS**

DISTRIBUTION OF DENTISTS BY AGE RANGE, COUNTY AND ELECTORAL DISTRICT

COUNTY	Less than 31	31 - 40	41 - 50	51 - 60	61 - 65	Over 65	TOTAL
District #1							
Dundas	0	4	1	0	0	1	6
Frontenac	7	21	26	10	2	2	68
Glengarry	0	2	0	1	0	0	3
Lanark	0	7	4	4	1	1	17
Leeds	3	10	11	5	0	2	31
Lennox-Addington	2	3	1	2	1	0	9
Ottawa-Carlton	48	139	149	73	22	25	456
Prescott	2	5	1	2	0	0	10
Russell	7	2	4	0	0	0	13
Stormont	2	6	9	4	1	3	25
District Total	71	199	206	101	27	34	638
District #2							
Durham	26	95	68	22	5	4	220
Haliburton	0	0	1	2	0	0	3
Hastings	9	13	21	11	2	2	58
Northumberland	6	5	12	2	1	0	26
Peterborough	5	10	20	12	2	2	51
Prince Edward	1	4	2	2	0	0	9
Victoria	2	3	2	10	0	1	18
York	31	150	85	21	7	1	295
District Total	80	280	211	82	17	10	680
District #3							
Algoma	6	15	21	11	2	4	59
Cochrane	4	8	12	6	2	1	33
Kenora	2	9	9	4	1	0	25
Manitoulin	0	3	4	0	0	0	7
Nipissing	7	11	11	7	4	4	44
Rainy River	5	3	1	0	0	1	10
Sudbury	10	22	26	11	10	3	82
Thunder Bay	5	27	34	16	2	2	86
Timiskiming	1	5	4	3	0	1	14
District Total	40	103	122	58	21	16	360
District #4							
Halton	17	68	55	41	8	4	193
Peel	58	174	122	53	10	5	422
District Total	75	242	177	94	18	9	615
District #5							
Bruce	1	4	10	3	0	0	18
Dufferin	2	4	5	4	0	1	16
Grey	3	7	11	8	1	3	33
Huron	2	7	6	2	1	1	19
Muskoka	1	15	3	2	3	0	24
Parry Sound	2	3	5	1	0	1	12
Simcoe	13	51	49	18	5	3	139
District Total	24	91	89	38	10	9	261
District #6							
Elgin	2	7	9	3	2	0	23
Essex	24	58	63	21	7	10	183
Kent	4	7	17	10	1	2	41
Lambton	2	14	26	4	4	1	51
Middlesex	27	88	88	44	14	16	277
District Total	59	174	203	82	28	29	575
District #7							
Brant	4	11	20	11	1	2	49
Haldimand-Norfolk	2	4	11	9	1	2	29
Oxford	4	5	14	9	1	3	36
Perth	2	3	8	7	2	0	22
Waterloo	14	63	62	36	3	5	183
Wellington	9	25	26	15	4	2	81
District Total	35	111	141	87	12	14	400
District #8							
Hamilton-Wentworth	23	68	73	48	17	10	239
Niagara	12	50	72	34	14	13	195
District Total	35	118	145	82	31	23	434
District #9							
Metro Toronto (North)	40	136	131	105	33	45	490
District Total	40	136	131	105	33	45	490
District #10							
Metro Toronto (West)	60	140	142	100	26	24	492
District Total	60	140	142	100	26	24	492
District #11							
Metro Toronto (Central)	55	147	128	72	23	31	456
District Total	55	147	128	72	23	31	456
District #12							
Metro Toronto (East)	96	225	166	109	28	16	640
District Total	96	225	166	109	28	16	640
PROVINCIAL TOTALS	670	1,966	1,861	1,010	274	260	6,041

PRESIDENTS AND REGISTRARS

Presidents

* B.W. Day	Apr. 1868	-	Jun. 1870
* H.T. Wood	Jun. 1870	-	Jul. 1874
* C.S. Chittenden	Jul. 1874	-	May 1889
* H.T. Wood	May 1889	-	Mar. 1893
* R.J. Husband	Mar. 1893	-	Apr. 1899
* G.E. Hanna	Apr. 1899	-	Apr. 1901
* A.M. Clark	Apr. 1901	-	Apr. 1903
* H.R. Abbott	Apr. 1903	-	Apr. 1907
* R.B. Burt	Apr. 1907	-	Apr. 1909
* G.C. Bonnycastle	Apr. 1909	-	May 1911
* W.J. Bruce	May 1911	-	May 1913
* D. Clark	May 1913	-	May 1915
* W.C. Davy	May 1915	-	May 1917
* W.C. Trotter	May 1917	-	May 1918
* W.M. McGuire	May 1918	-	May 1921
* M.A. Morrison	May 1921	-	May 1923
* A.D. Mason	May 1923	-	May 1925
* E.E. Bruce	May 1925	-	May 1927
* R.C. McLean	May 1927	-	May 1929
* S.S. Davidson	May 1929	-	June 1931
* S.M. Kennedy	June 1931	-	May 1933
* H. Irvine	May 1933	-	May 1935
* G.H. Holmes	May 1935	-	May 1937
* E.C. Veitch	May 1937	-	May 1939
* L.D. Hogan	May 1939	-	May 1941
* F.A. Blatchford	May 1941	-	May 1943
* G.H. Campbell	May 1943	-	May 1945
* S.W. Bradley	May 1945	-	May 1947
* H.W. Reid	May 1947	-	May 1949
* S.J. Phillips	May 1949	-	May 1951
* R.O. Winn	May 1951	-	May 1953
* C.M. Purcell	May 1953	-	May 1955
* R.J. Godfrey	May 1955	-	May 1957
* M.C. Bebee	May 1957	-	May 1959
* M.V. Keenan	May 1959	-	May 1961
* A.H. Leckie	May 1961	-	Apr. 1963
W.G. Bruce	Apr. 1963	-	Apr. 1965
* J.P. Coupland	Apr. 1965	-	Feb. 1967
J.D. Purves	Feb. 1967	-	Jan. 1969
H.M. Jolley	Jan. 1969	-	Jan. 1971
N.L. Diefenbacher	Jan. 1971	-	Jan. 1973
P.P. Zakarow	Jan. 1973	-	Jan. 1975
R.P. McCutcheon	Jan. 1975	-	Jan. 1977
E.G. Sonley	Jan. 1977	-	Jan. 1979
A.J. Calzonetti	Jan. 1979	-	Jan. 1981
C.A. Doughty	Jan. 1981	-	Jan. 1983
R.L. Filion	Jan. 1983	-	Jan. 1985
G.E. Pitkin	Jan. 1985	-	Jan. 1987
G. Nikiforuk	Jan. 1987	-	Jan. 1989
W.J. Dunn	Jan. 1989	-	Jan. 1991
R.M. Beyers	Jan. 1991	-	Mar. 1994
G. P. Citrome	Mar. 1994	-	

Registrars

* J. O'Donnell	Apr. 1868	-	July 1870
* J.B. Willmott	July 1870	-	June 1915
* W.E. Willmott	July 1915	-	May 1940
* D.W. Gullett	May 1940	-	July 1956
W.J. Dunn	July 1956	-	Feb. 1965
K.F. Pownall	Feb. 1965	-	July 1990
R.L. Ellis	July 1990	-	

* Deceased

ROYAL COLLEGE OF DENTAL SURGEONS OF ONTARIO

6 CRESCENT ROAD

FIFTH FLOOR

TORONTO, ONTARIO

CANADA M4W 1T1

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1-800-565-4591

FAX: 416 / 961-5814

